

Physician & Surgeon

Knowledge, Skill, Ability, and Personal Characteristic Statements Rating Results

1	Knowledge of methods, principles, recent developments, and professional standards in general medicine and surgery, and skill in their application to manage chronic conditions, respond to acute conditions, practice preventive medicine, and assist in the development of policies related to individual health care.
2	Basic knowledge of diagnosing mental health disorders to identify individuals in need of further medical and/or psychiatric evaluation and treatment, participate in interdisciplinary care of the mentally ill, and understand how the individual's mental health disorder may impact his/her self-care as appropriate to the facility.
3	Knowledge of information and techniques needed to diagnose and treat injuries, diseases, and deformities (e.g., symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures).
4	Ability to analyze situations accurately to make reasoned decisions and adopt an effective course of action.
5	Skill to perform medical, diagnostic, and surgical procedures to evaluate medical problems and provide necessary medical care.
6	Skill to examine individuals to identify normal and abnormal physical and mental health findings.
7	Knowledge of human behavior and performance, mental processes, psychological research methods, and the assessment and treatment of behavioral and affective disorders.
8	Skill to apply methods and principles of general medicine and surgery to diagnose, treat, or prevent illnesses or injuries and/or promote health.
9	Skill to obtain, interpret and apply essential medical information using various resources (e.g., medical references, text books, medical journals, online resources).
10	Knowledge of social work and rehabilitative services and therapies.
11	Knowledge of ancillary services and their applications (e.g., radiology, laboratory, dietary, respiratory therapy, speech therapy, physical therapy) to provide medically necessary individual care as appropriate to the facility.
12	Ability to manage mental health disorders in accordance with mental health treatment team recommendations.

13	Ability to manage medical disorders in conjunction with a treatment team.
14	Knowledge of information and techniques needed to rehabilitate physical and mental ailments and to provide career guidance, alternative treatments, rehabilitation equipment, and methods to evaluate treatment effects.
15	Skill to identify problems, implement solutions, and evaluate outcomes to identify lessons learned and/or redirect efforts.
16	Knowledge of treatment modalities such as pharmaceutical, physical, surgical, and radiological.
17	Knowledge of infectious disease processes and prevention.
18	Ability to analyze infectious disease data and apply preventive modalities as appropriate to the facility.
19	Ability to interpret laboratory analyses, radiological images, other diagnostic test results and consultant reports to determine their significance and guide subsequent management plans for the individual.
20	Ability to recognize and manage drug reactions and drug-drug interactions.
21	Skill to listen to what other people are saying and to ask questions as appropriate.
22	Skill to talk to others to effectively convey information.
23	Ability to communicate with diplomacy and tact, especially concerning difficult and sensitive issues when dealing with the needs, problems, and/or concerns of individuals to foster productive relationships.
24	Ability to use proper grammar, punctuation, and spelling in the preparation of written reports, records, and other documents in appropriate format to ensure that information is clearly presented and understood by others in the care process.
25	Skill to handwrite legibly so that another person can read and understand what is written.
26	Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
27	Skill to understand written sentences and paragraphs in work related documents.
28	Knowledge of facility organization and procedures to ensure compliance with laws, rules, regulations, policies, procedures (e.g., Title 22, Welfare and Institutions Code, medical staff bylaws, etc.), and participate in medical staff committees as appropriate to the facility.
29	Skill to weigh the relative benefits, risks, and costs of a potential action.

30	Ability to prepare and supervise the preparation of case histories ensuring individual privacy and Health Information Portability Accountability Act compliance.
31	Willingness to work extended hours and/or varying shifts to maintain proper coverage during normal hours of operations as appropriate to the facility.
32	Ability to work well under supervision.